

MONTANA LEGISLATIVE HISTORY

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Chapter 64 19 75

Bill H 63 S _____ Original bill & history ✓ C

H. Committee on	<u>L036-1 Engby m</u>	S. Committee on	<u>L064-1 Engby m</u>
Hearing Date(s)	<u>1/31</u> <u>✓</u> C	Hearing Date(s)	<u>2/19</u> <u>✓</u> C
	<u>2/7</u> <u>✓</u> C		_____ C
	_____ C		_____ C
	_____ C		_____ C
Date Out	_____ C		

Did this bill originate in an interim committee? _____ Yes ✓ No

Committee _____

Report _____

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House BILL NO. *163*

INTRODUCED BY

Menahan By Request of Labor & Industry

A BILL FOR AN ACT ENTITLED: "AN ACT AMENDING SECTION 41-1301, R.C.M. 1947, RELATING TO PAYMENT OF WAGES BY DELETING "THE STATE OF MONTANA OR ANY LEGAL SUBDIVISION THEREOF".

BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF MONTANA:

Section 1. Section 41-1301, R.C.M. 1947, is amended to read as follows:

"41-1301. Semimonthly payment of wages. Definitions for the purpose of this act.

(1) Each employer, or an authorized representative of the employer, shall on written demand, prior to the commencing of work, notify each employee as to the rate of wages to be paid, whether by the hour, day, week, month or yearly basis and date of paydays. Such notification shall be in writing to each employee or the posting of notice in a conspicuous place. The provisions of this section shall not apply in respect to an employer who has entered into a signed collective bargaining agreement, when such agreement contains conditions of employment, wages to be received and hours to be worked, or to employers engaged in agriculture or stockraising, provided, however, such employers shall

conform with the provisions of section 41-1303.

(2) Every employer of labor in the state of Montana, shall pay to each of his employees the wages earned by such employees at least twice in each month in lawful money of the United States, or checks on banks convertible into cash on demand at the full face value thereof, and no person for whom labor has been performed shall withhold from any employee any wages earned or unpaid for a longer period than five (5) days after the same became due and payable; provided, however, reasonable deductions may be made for board, room, and other incidentals supplied by the employer, whenever such deductions are a part of the conditions of employment, or other deductions provided for by law; provided further, that if at such time of payment of wages any employee shall be absent from the regular place of labor, he shall be entitled to such payment at any time thereafter. Provisions of this section shall not apply to any professional, supervisory or technical employees, who by custom, receive their wages earned at least once monthly.

(3) The following are the definitions used for the purpose of this act:

(a) "Employ" means permit or suffer to work.

(b) "Employer" includes any individual, partnership, association, corporation, business trust, legal representative, or any organized group of persons, acting

INTRODUCED BILL

1 directly or indirectly in the interest of an employer in
2 relation to an employee, but shall not include the United
3 States, ~~the state of Montana or any legal subdivision~~
4 ~~thereof.~~

5 (c) "Employee" includes any person who works for
6 another for hire.

7 (d) "Wages" includes any moneys due an employee from
8 the employer or employers whether to be paid by the hour,
9 day, week, semimonthly, monthly or yearly and shall include
10 bonus, piecework, tips and gratuities of any kind.

11 (e) "Commissioner of labor" refers to the director,
12 commissioner or chief of the labor department as such
13 department is defined by law, or any person or persons
14 designated by him for the purpose of this act."

-End-

LABOR & EMPLOYMENT RELA. COMMITTEE

44th Legislature

Bill No.	Subject Matter	Date In	Sponsor	Hearing Date	Committee Action	Date Out
163 PM	Relating to pymt of wages by deleting "the state of Montana or any legal sub-division thereof".	1/23	Menahan	1/31	AS AMENDED DO PASS	2/7
238 PM	Raise annual percentage sal- increase for firefighters of cities & towns of 1st & 2nd class to 2%.	1/23	Harper McKittrick	2/19	TABLE INDEFIN- ITELY	
242	Relate to size & equipment of cabooses & minimum safety.	1/23	Brand Mular	2/7	AS AMENDED DO PASS	2/7
253	Change inaccurance section reference.	1/23	Johnson	1/31	DO PASS	1/31
257✓	Provide liens upon personal property of employers for unpaid unemployment contri- butions.	1/23	Gilligan	Rereferred to State Admin.		2/19
260✓	Protect state for money due it as a result of payroll taxes owed Emplymt Security Div.	1/23	Kelly	2/21	DO PASS	2/21

MINUTES OF THE MEETING
LABOR & EMPLOYMENT RELATIONS
HOUSE OF REPRESENTATIVES
January 31, 1975

A meeting of the Labor & Employment Relations Committee was held on Friday, January 31, 1975 at 10:30 a.m. in Room 428A with Chairman Kimble presiding. All members were present.

The following bills were heard in this order: SB 59
HB 172
HB 163
HB 232
HB 253

SB 59--SPONSOR: Matt Himsel, district 59, explained that the added material on page is the core of the bill. Norm Grosfield, acting administrator, WCD, said that although they follow this procedure they support the bill. Mr. Jim Murry, AFL-CIO, supported the concept of informing the claimant if their claim has been denied or not.

HB 172--SPONSOR: Rob Federico, district 61, said this bill would grant leave to employees for cultural, religious or ceremonial reasons, and makes provisions for: the amount of time allowed; provides a reasonable notice period, sets a penalty clause for abuse of leave. Federico said that he did not go to unions because of a lack of response. Mr. Michelle Pichette, MT Democratic Party, supported the bill saying that different cultures should not have to conform with the holidays of the gneral public. There was no opposition.

HB 163--SPONSOR: Wm. Menahan, district 90, introduced Tony Softich, Labor Standards Division, who requested the bill. He said this act is addressed to the payment of wages and the protection of discharged employees. There only recourse now is legal counsel and civil action. He submitted WS I. Chad Smith, Labor & Industry, and Jim Murry, AFL-CIO, both supported the bill. George Hammond, AFL-CIO, submitted WS II in support of the bill.

Opponent Dean Zinnecker, MT Assn. of Counties, said that this is an era for local gov't, and by doing this, they would be removing local rulings, and would also double the workload for counties because of the extra work in payroll. Dan Mizner, MT League of Cities, said that many cities do not have computers to put out the payroll, and thought that the decision to make payments bi-weekly or monthly should be left to local authorities. John Bell, MT Clerks & Records Assn., siad this would double the work, yet the employees would receive no additional money. Vic Kosty, Assn. of Counties, said that they have 12,000 people on their payroll and that this would problems. Lorris Forsell, State Auditor, said that this would a mechanical problem, as they would not be able to meet the 5-day limit. Kathy Behm, who heads the payroll, said that 63% of all state employees are outside of Helena, which makes it difficult to meet this deadline. Helen Kovich, Clerk & Recorder, agreed.

Mr. Softich explained that they are only concerned with the fact

when the pay period does end, that employees get paid, and not so much with the length of the pay period. He agreed to amend the 5-day limit to 10 days.

HB 232--SPONSOR: Duane Johnson, district 97, said that this was a house-keeping bill for HB 466, introduced last year on collective bargaining. This just reduces the number people on the fact-finders list from 7 to 5. Bob Jensen, Board of Personal Appeals said, at times they reach an impasse in contracts with negotiations, at which time fact-finders are requested. He said it was difficult to find seven reliable people who would be available.

HB 252--SPONSOR: Duane Johnson, district 97, said that this bill would only correct an error on page 1, line 19 changing "13(4)" to "59-1613(4)". He said that these numbers do not correspond with the codes.

There being no further testimony, the committee went into executive discussion.

SB 59--BAETH MOVED THAT SB 59 BE CONCURRED IN, SECONDED BY FEDERICO. MOTION CARRIED UNANIMOUSLY.

HB 253--FEDERICO MOVED TO AMEND PAGE 1, LINE 19, BY STRIKING "13(4)" AND INSERTING "59-1613(4)", SECONDED BY MAGONE. MOTION CARRIED UNANIM.

FEDERICO MOVED HB 253 AS AMENDED DO PASS, SECONDED BY MAGONE. MOTION CARRIED UNANIMOUSLY.

HB 232--FEDERICO MOVED HB 232 DO PASS, SECONDED BY KELLY. MOTION CARRIED UNANIMOUSLY.

HB 163--FEDERICO MOVED TO AMEND THE 5-DAY LIMIT TO 10 DAYS, SECONDED BY MACFADDEN. ELLERD MOVED A SUBSTITUTE MOTION TO DEFER ACTION TO THE NEXT MEETING. SECONDED BY BABCOCK. MOTION CARRIED UNANIMOUSLY.

HB 172--Federico submitted amendments for his bill as per attached stmt. Sivertsen questioned line 19, the use of the word "recognized". Kelly thought that an employer might need more notice of the leave, and recommended that it be amended to two weeks. BAETH MOVED TO ACCEPT THE AMENDMENTS SUGGESTED BY FEDERICO, WITH A CORRECTION ON AMENDMENT 3, TO INCREASE NOTICE TO TWO WEEKS, SECONDED BY JOHNSON, MOTION CARRIED UNANIMOUSLY.

ELLERD MOVED TO AMEND THE AMENDMENT NUMBER 1, FOLLOWING "TEN (10) DAYS" BY INSERTING "WITHOUT PAY OR THIS LEAVE SHALL BE CONSIDERED PAID VACATION TIME", SECONDED BY DASSINGER. Federico said he did not suggest this because for many firms, employees are requested to take their vacation leave in one lump. Johnson said that he objected to "OR THIS LEAVE SHALL BE CONSIDERED PAID VACATION TIME". He felt that persons should not be penalized by having to take their vacation leave.

ELLERD MOVED A SUBSTITUTE MOTION TO AMEND LINE 18, FOLLOWING "ABSENCE" BY INSERTING "WITHOUT PAY", SECONDED BY JOHNSON. MOTION CARRIED UNANIMOUSLY.

January 31, 1975

Kimble recommended to put this bill in a subcommittee, to work out any additional amendments, with Federico as chairman and Ellerd and Dassinger as members.

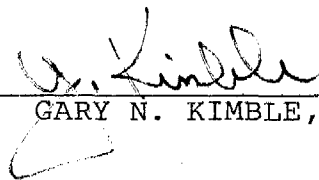
HB 100--BABCOCK MOVED TO AMEND "WORKMEN'S" TO "WORKERS'", SECONDED BY FEDERICO, MOTION CARRIED ANIMOUSLY.

TRAVIS MOVED TO AMEND PAGE 3, BY INSERTING A SECTION 3 AS PER STANDING COMMITTEE REPORT, AND AMEND SECTION 6, PAGE 4, LINE 12, BY INSERTING : "HOWEVER, THE WORKERS' COMPENSATION JUDGE IS NOT BOUND BY COMMON LAW AND STATUTORY RULES OF EVIDENCE.", SECONDED BY FEDERICO, MOTION CARRIED UNANIMOUSLY.

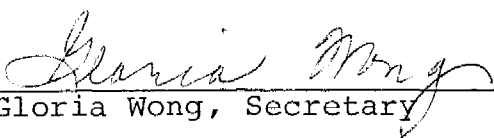
JOHNSON MOVED HB 100 AS AMENDED DO PASS, SECONDED BY GILLIGAN, MOTION CARRIED UNANIMOUSLY.

HB 112--GILLIGAN MOVED HB 112 DO PASS, SECONDED BY DASSINGER. Sivertsen thought that they were putting more and more demands on cities, which places them in a financial bind. MOTION CARRIED WITH SIVERTSEN, ELLIS, BABCOCK, ELLERD, AND GUTHRIE OPPOSED.

There being no further business, the meeting was adjourned to reconvene February 5, 1975 at 10:30 a.m.



GARY N. KIMBLE, Chairman



Gloria Wong, Secretary

I AM TONY SOFTICH, ADMINISTRATOR OF THE LABOR STANDARDS DIVISION OF THE DEPARTMENT OF LABOR AND INDUSTRY.

OUR ADDRESS IS 1331 HELENA AVENUE, HELENA.

HOUSE BILL 163 WAS INTRODUCED AT OUR REQUEST AND I AM HERE IN SUPPORT OF THE BILL.

CHAPTER 13 OF TITLE 41 R.C.M. 1947 ADDRESSES ITSELF TO PAYMENT OF WAGES AND PROTECTION OF DISCHARGED EMPLOYEES, AND IS THE RESPONSIBILITY OF THE COMMISSIONER OF LABOR OR THE PERSON OR PERSONS DESIGNATED BY HIM TO ENFORCE THE PROVISIONS OF CHAPTER 13.

SECTION 41-1301 CONTAINS DEFINITIONS AND THIS SECTION ADDRESSES ITSELF TO THE DEFINITION OF EMPLOYER ON PAGE TWO (2) COMMENCING ON LINE TWENTY-THREE (23), AND EXCLUDES THE STATE OF MONTANA AND LEGAL SUBDIVISIONS.

WHEN WAGE CLAIMS ARE PRESENTED TO OUR OFFICE FROM EMPLOYEES OF VARIOUS STATE DEPARTMENTS AND SUBDIVISIONS OF STATE GOVERNMENT, WE ARE CHALLENGED AS TO AUTHORITY FOR SUCH WAGES THAT ARE DUE THE EMPLOYEES.

A LARGE PORTION OF OUR CLAIMS COME FROM EMPLOYEES OF MUNICIPALITIES, COUNTIES, SCHOOL DISTRICTS AND SOME STATE DEPARTMENTS MOSTLY ON OVERTIME WAGES, VACATIONS, SICK LEAVE, HOLIDAY PAY AND VIOLATIONS OF THE MINIMUM WAGE AND HOUR LAW.

THOUGH THE MINIMUM WAGE AND HOUR LAW ARE CONTAINED UNDER CHAPTER 23 THE ENFORCEMENT PROVISIONS ARE CONTAINED UNDER SECTION 41-2306 WHICH STATES:

"ENFORCEMENT OF THIS ACT SHALL BE TREATED AS A WAGE CLAIM ACTION AND SHALL BE IN ACCORDANCE WITH SECTION 41-1301 THROUGH 41-1324, R.C.M. 1947 AS AMENDED".

THE EMPLOYEES THAT ARE EXCLUDED UNDER THE DEFINITION OF THIS SECTION OF THE LAW DO NOT HAVE THE PROTECTION THAT IS ACCORDED TO EMPLOYEES IN PRIVATE EMPLOYMENT, AND ARE BEING DENIED THEIR JUST RIGHT IN THE EARNINGS OF THEIR LIVELYHOOD.

THEIR ONLY RECOURSE IS TO ENGAGE LEGAL COUNSEL AND INSTITUTE CIVIL ACTION, WHICH VERY FEW EMPLOYEES CAN AFFORD, AND BY SUCH ACTION POSSIBLY LOSE THEIR EMPLOYMENT.

I MOST SINCERELY URGE THE AMENDMENT OF THIS ACT.

1/31/75

I

Mr. Chairman and members of the House Labor Committee:

I appear here today as a proponent of HB 163, which seeks to amend Section 41-1301, R.C.M., 1947, Section 1, sub-section (3b) by deleting "The State of Montana or any legal subdivision thereof."

Section 41-1301 is included in the Labor Laws of the State of Montana revised for the years 1965-67, and among other items, covers payment of wages and protection of employees. Subsection (3b) is a definition of "Employer."

The Montana Minimum Wage Act of July 1, 1971, among other items, also covers payment of wages and protection of employees. Section 4 of the act covers exclusions and subsection (k) excludes "Any individual employed by the United States of America." It is clear from subsection (k) of the act that it was not intended to exclude the State of Montana or any legal subdivision thereof.

The Montana AFL-CIO, Montana Council 9 of the American Federation of State, County and Municipal Employees, together with all of our union brothers and sisters were very active and instrumental in the passage of the Montana Minimum Wage Act of 1971. The legislature and all others involved intended the act to cover public employees of the State and subdivisions thereof. However, in legislation of this nature, it is not unusual to overlook amendments to previous legislation to remove possible conflicts on the same subject, and it often takes years before all are noted and corrected.

As a representative of public employees in the labor movement in Montana, I commend and urge this committee to approve HB 163.

G. L. Hammond, Executive Director
Montana Council 9, AFSCME, AFL-CIO
600 Cooke St.
Helena, MT 59601

NAME John Bell Bill No. H/63
ADDRESS Helena Date 31 Jan '25
WHOM DO YOU REPRESENT? Clerk of Recorder
SUPPORT _____ OPPOSE X AMEND _____

PLEASE LEAVE PREPARED STATEMENT WITH SECRETARY.

Comments:

Little useful purpose would be served
by this Bill, and the work and expense would
double.

February 7, 1975

HB 230--DASSINGER MOVED HB 230 DO PASS, SECONDED BY KELLY. MOTION CARRIED UNANIMOUSLY.

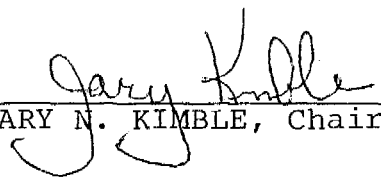
HB 233--GILLIGAN MOVED HB 233 DO PASS, SECONDED BY KELLY, MOTION CARRIED UNANIMOUSLY.

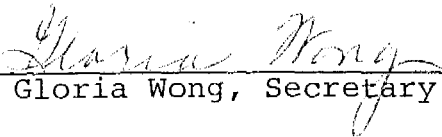
HB 163--JOHNSON MOVED TO AMEND PAGE 2, LINE 4, BY STRIKING "AT LEAST TWICE IN EACH MONT", AND TO AMEND PAGE 2, LINE 9, STRIKING "(5)" AND INSERTING "(10)", SECONDED BY KELLY. MOTION CARRIED UNANIMOUSLY.

JO

JOHNSON MOVED HB 163 AS AMENDED DO PASS, SECONDED BY KELLY. Kimble explained that this would extend payment deadlines for employees to 10 days, at which time the Labor Standards Division may impose penalties. MOTION CARRIED WITH ALL IN FAVOR EXCEPT BABCOCK OPPOSED. Federico was excused early, recording no vote.

There being no further business, the meeting was adjourned to reconvene February 10, 1975


GARY N. KIMBLE, Chairman


Gloria Wong, Secretary

COMMITTEE ON LABOR AND EMPLOYMENT RELATIONS

HOUSE BILL NO.	ENTERED COMM.	DATE CONSIDERED	OUT OF COMM.	DO PASS <u>DATE</u>	DO NOT PASS <u>DATE</u>	DO PASS AS AMEND. <u>DATE</u>	BE CON- CURRED IN <u>DATE</u>	BE CONC. IN AS AMENDED <u>DATE</u>	BE NOT CON- CURRED IN <u>DATE</u>
HB 9	1/24/75	2/3, 2/5	2/5/75				2/5/75		
HB 22	1/31/75	2/10/75	2/10/75				2/10/75		
HB 32	1/30/75	2/5/75	2/5/75					2/5/75	
HB 38	1/23/75	1/31/75	1/31/75				1/31/75		
HB 39	1/24/75	2/3/75	2/3/75				2/3/75		
HB 75	2/7/75	2/14/75	2/17/75	Referred to Finance and Claims					
HB 78	2/1/75	2/7, ^{2/10} 2/14	2/14/75					2/14/75	
HB 95	2/27/75	3/10, 3/13	3/13/75				3/13/75		
HB 100	2/10/75	2/17/75	2/17/75				2/17/75		
HB 109	1/31/75	2/5/75	2/5/75				2/5/75		
HB 147	1/28/75	2/5/75	2/5/75				2/5/75		
HB 163	2/14/75	2/19/75	2/19/75					2/19/75	
HB 167	2/4/75	2/10, 2/17	2/17/75					2/17/75	
HB 172	2/11/75	2/17, 2/19	2/19/75						2/19/75
HB 173	2/26/75	3/10, 3/12	3/12/75				3/12/75		
HB 164	2/26/75	3/19/75	3/19/75					3/19/75	
HB 220	2/15/75	2/26, 3/5	3/5/75					3/5/75	

(Use Separate Sheet for Senate, House Bills, and Resolutions)

MINUTES OF THE MEETING
LABOR AND EMPLOYMENT RELATIONS COMMITTEE
MONTANA STATE SENATE

February 19, 1975

The fourteenth meeting of the Labor and Employment Relations Committee was called to order by Chairman Smith on the above date in Room 402 of the State Capitol Building at 9:30 a.m.

ROLL CALL: All members present.

CONSIDERATION OF HOUSE BILL 230: An act to assure tenure for firemen upon consolidation or disincorporation of a city or town, continuing the Board of Trustees as set forth.

Representative South appeared before the committee to introduce this bill. This bill simply extends tenure to firemen even after consolidation or disincorporation. This is basically a simple bill.

Al Sampson, of the Montana State Firemens Association, appeared before the committee in support of HB230. At this point he referred to page 2, line 11 and stated that this will continue the relief association of the pension system the way it is now. The old law changed the method. Everything will continue on the way it is now.

CONSIDERATION OF HOUSE BILL 233: An act to provide that the governing body of a political subdivision shall represent the public employer in collective bargaining.

Ernie Post, of the AFL-CIO, appeared before the committee in place of Representative Johnson to introduce this bill. This was one of the bills the Labor Appeals Board had asked for clarification.

Bob Jensen, Executive Secretary of the Board of Personnel Appeals, appeared in support of HB 233. This bill is sometimes considered a housekeeping bill. There has been instances where a chairman has had undue burden put on him. This bill will put the burden on the entire body not just one person.

Tom Schneider, of the Montana Public Employment Association, appeared before the committee in support of HB 233. This puts the governing procedures in the hands of all the commissioners rather than just the chairman. It puts the power back where it belongs.

Stan Gerke, of the AFSCME, AFL-CIO, appeared before the committee in support of HB 233. The full city council has to be involved in the bargaining process. (See attached testimony.)

Discussion was then held by the committee. At this point Senator Etchart asked if this would weaken the authority of the county commissioners? Tom Schneider said it would strengthen it, because it would take two of them to do any business in the county. It simply puts the power back where it should be with the total commission.

CONSIDERATION OF HOUSE BILL 163: An act relating to payment of wages by deleting "The State of Montana or any legal subdivision thereof".

LABOR AND EMPLOYMENT RELATIONS
February 19, 1975

Page 2

Representative Menahan appeared before the committee to introduce this bill. At this point he called on Tony Softich, who is Administrator of the Labor Standards Division, at whose request this bill was introduced.

Tony Softich, Administrator of the Labor Standards Division of the Department of Labor and Industry. We agreed to the amendment of changing the number of days from five (5) to ten (10) because many of the corporations stated concern in being able to meet this five (5) day limit. (See attached testimony.)

Ernie Post, of the AFL-CIO, appeared in support of HB 163. When you look at HB 163, you should also look at HB 259 as they were exactly alike until HB 163 was amended. The statement of ten (10) days would be better phrased if it read 10 working days. This, then should satisfy all the objections of the working people.

Stan Gerke, of the AFSCME, AFL-CIO, appeared in support of HB 163. (See attached testimony.)

Ton Schneider, of the Montana Public Employment Association, appeared in support of HB 163.

Don Benton, of the Department of Revenue, appeared in opposition to HB 163. We are not in complete agreement with the bill or with the amendment. We cannot meet the deadline of ten (10) days but with the words ten (10) working days, we would be able to make it.

Discussion was then held by the committee. At this point Senator Smith stated that this bill is the same as Senate Bill 259 except for the amendment.

DISPOSITION OF SENATE BILL 259: Senator Etchart moved that SB 259 DO NOT PASS. Motion carried unanimously with Senator Lee excused.

DISPOSITION OF HOUSE BILL 233: Senator Blaylock moved that HB 233 BE CONCURRED IN. Motion carried with Senator Etchart voting no and Senator Lee excused.

DISPOSITION OF HOUSE BILL 230: Senator Hazelbaker moved that HB 230 BE CONCURRED IN. Motion carried unanimously with Senator Lee excused.

DISPOSITION OF SENATE BILL 398: Senator Hazelbaker moved that the suggested amendments be adopted. (See standing committee report.) Motion carried unanimously with Senator Lee excused. Senator Hazelbaker then moved that SB 398 AND AS SO AMENDED, DO PASS. Motion carried unanimously with Senator Lee excused.

DISPOSITION OF HOUSE BILL 163: Senator Mehrens moved to adopt the amendment to HB 163. (See standing committee report.) Motion carried unanimously with Senator Lee excused. Senator Mehrens then moved that HB 163 AND AS SO AMENDED, BE CONCURRED IN. Motion carried unanimously with Senator Lee excused.

[illegible]

February 19, 1975

Re: House Bill No. 163 and Senate Bill No. 259

Senate Labor and Employment Relations

The American Federation of State, County and Municipal Employees, AFL-CIO, is in support of the intent of House Bill No. 163 and Senate Bill No. 259. Both bills were identical when introduced.

The House has heard and has acted upon HB 163. The Senate has the third reading copy as amended. During the House hearing, opponents to the bill objected to the provisions of semi-monthly wage payments. House Bill 163 has been amended to delete language relating to such payments to the satisfaction of both proponents and opponents.

The main thrust of both bill is include public employees (except Federal employees) under the Montana Minimum Wage Act of July 1, 1971, which, among other items, covers payment of wages and protection of employees. House Bill 163 and Senate Bill 259 both seek to amend Section 41-1301, R. C. M., 1947, which was over-looked when the Minimum Wage Act was drafted. The Minimum Wage Act of 1971 clearly included public employees (except Federal employees only), but the older Section 41-1301 prevented public employees from being covered by the Act.

We urge your support of the intent of these two measures to correct the conflict found in Section 41-1301 and the Montana Minimum Wage Act.



Stanley W. Gerke
Field Representative
Montana Council No. 9
AFSCME, AFL-CIO
600 North Cooke Street
Helena, Montana 59601

Phone: 442-0760

SENATE COMMITTEE LABOR AND EMPLOYMENT RELATIONS

Date 2-19-1975 House Bill No. 163 Time _____

NAME	YES	NO
Senator Robert Lee, Chairman <u>Excused</u>		
Senator Richard Smith, Vice Chairman	/	
Senator Chet Blaylock	/	
Senator Mark Etchart	/	
Senator Frank Hazelbaker	/	
Senator John Mehrens	/	
Senator Bill Norman	/	
Senator S. A. Olson	/	

Mary Anne Choquette
Secretary

Robert E. Lee
Chairman

Motion: Senator Menrens moved to adopt the amendments on HB 163
(See standing committee report for amendment.) Motion carried
with Senator Lee excused.

(include enough information on motion--put with yellow copy of committee report.)

SENATE COMMITTEE LABOR AND EMPLOYMENT RELATIONS

Date 2-19-1975 House Bill No. 163 Time _____

NAME	YES	NO
Senator Robert Lee, Chairman <u>Excused</u>		
Senator Richard Smith, Vice Chairman	<u>/</u>	
Senator Chet Blaylock	<u>/</u>	
Senator Mark Etchart	<u>/</u>	
Senator Frank Hazelbaker	<u>/</u>	
Senator John Mehrens	<u>/</u>	
Senator Bill Norman	<u>/</u>	
Senator S. A. Olson	<u>/</u>	

Mary Anne Choquette
Secretary

Robert E. Lee
Chairman

Motion: Senator Mehrens moved that HB 163 AND AS SO AMENDED, BE
CONCURRED IN. Motion carried unanimously with Senator Lee excused.

(include enough information on motion--put with yellow copy of committee report.)